

December 2019



PROFESSIONAL MANAGEMENT MATTERS e-Newsletter



Winter Institute

Richard Hadden, CSP is an author and workplace expert with a focus on Leadership and Employee Engagement. He is co-author of the popular "Contented Cows" leadership book series, and the book *Rebooting Leadership*. His latest book is *Contented Cows STILL Give Better Milk*.

A former Information Technology Manager and college instructor, Richard has, since 1990, spoken and conducted

leadership training for more than 1000 audiences on five continents.

He has appeared on CNN and MSNBC, and his work has been featured in The Wall Street Journal, Business Week and Inc. Magazine.

[Register now!](#) Only a few spots left!



President's Message

Fellow FCCMA Members:

As another year comes quickly to an end, I reflect on the many successes of our association. Our members have been active and engaged within their committees as well as within their cities and counties. Our association remains financially solid and has seen strong overall member retention. I am honored to serve as President and work alongside you to achieve the association's goals on behalf of the membership.

If you are thinking about serving on the FCCMA Board, now is the time to act. FCCMA has begun its 2020 elections canvassing. Full members with at least three years of membership are eligible to run for the FCCMA Board as a district director or an at-large director.

FCCMA has also begun canvassing for secretary/treasurer. To be eligible, you must currently be serving as the full-time administrative head of a Florida local government or be appointed by the administrative head as having general administrative responsibilities and must have served previously on the board for at least 24 months. If you are interested in the secretary/treasurer position, this is a four-year commitment; the secretary/treasurer serves one year in that capacity and then one year in each of the following positions: president-elect, president and past president.

FCCMA is a great association and it needs members like you who are willing to give your time and talent to govern the

association. There are only six board meetings a year, two are held at conference, and one meeting is held by conference call. You will also be asked to serve on a committee while on the Board. It takes a little time and commitment, but it is so worthwhile.

Serving on the Board is a great way to give back to the association. I hope you will consider running.

If you have any questions, please contact me or FCCMA staff.



Shannon Lewis
City Manager, Melbourne

Member News and Updates

The following membership applications have been received:

- Frank Babinec, District V, City Manager, City of Coral Springs, Full Member
- Robert Curnow, District V, City Manager, City of Coral Springs, Full Member
- Stevie Freeman-Montes, District VI, Sustainability Manager, City of Sarasota, Full Member
- Michael Manning, District VIII, Management Analyst, City of Lake Wales, Affiliate Member

If no current member comes forth with a reason why these applicants should not be approved as members, he/she will be invoiced for dues.

Members-in-Transition (MIT)

Please take a minute to show your support to the MITs by either emailing or phoning the MITs in your district. A phone call or an email can go a long way to help someone who is temporarily out of work. You can also help if you have any job opportunities or special projects available for which one of our MITs may be qualified.

With the current technology, the project could even be done from the MIT's home. Some of the Members-in-Transition have provided their resumes and have indicated their areas of expertise. The resumes and areas of expertise are now available on the [FCCMA website](#). Also, please keep your FCCMA staff informed of any FCCMA members who may be eligible for MIT status. You can email [Carol Russell](#).

Professional Management

The Village of Islamorada and the Town of Lake Hamilton were recognized by the ICMA Executive Board on December 13, 2019 for operating under the council-manager form of government.

Congratulations to Islamorada and Village Manager Seth Lawless, and to Lake Hamilton and Sara Irvine!

Awards & Scholarships

Call for FCCMA 2020 Awards Nominations

Do you know a colleague who is an outstanding local government administrator who has fostered representative democracy by enhancing the effectiveness of local elected officials and by consistently initiating creative and successful programs?

Do you know a colleague who has made a significant contribution to the development of new talent in professional local government management?

Do you have an assistant who has made significant contributions toward excellence in leadership while serving as an assistant?

Do you know someone who has served the profession in a manner or to a degree of Dick Simmons?

Do you know someone who is under the age of 40 and is among the top emerging leaders?

If so, plan to nominate a colleague for an FCCMA award.

DEADLINE FOR NOMINATIONS: MARCH 9, 2020

[Click here](#) for more information.

FCCMA Academic and Conference Scholarships

Are you currently earning a degree in public administration and committed to pursuing a career in local government management? Check out the academic scholarship opportunities.

Want to advance your local government management career? You may be eligible to join us for free at the 2020 Florida City and County Management Association (FCCMA) Annual Conference.

If so, apply for one of the FCCMA scholarships.

DEADLINE FOR NOMINATIONS: MARCH 2, 2020

[Click here](#) for more information.

Perspectives



Featured Member

Brian Moree, City Manager, Atlantis

How long have you been a FCCMA member and why did you join?

I joined FCCMA in 2013. It followed my first appointment as acting manager. I wanted to be part of, and contribute to, an organization that supported manager’s professional development and promoted the council/commission-manager form of government.

Are you an ICMA member, why did you join, and how long have you been a member?

Yes, I first joined ICMA in 2016.

Please describe your areas of formal/advanced education.

I received a Bachelor of Arts in business administration from Florida Atlantic University and a Master of Public Administration from Nova Southeastern University. I continued professional development with certifications from Cornell University Johnson Graduate School of Management in executive leadership and Villanova University in project management.

Why did you select a career in public service?

My start in public service began as a meter reader for the Town of Jupiter in 1991. Public service was initially a job and later developed into a career. I found the work challenging and engagement with customers and residents rewarding. The more involved I became in the interworking of local government the more it became a part of me. I feel privileged to work in local government and to witness the civic good local decisions make in communities.

Have you always been in the public sector or have you had experience in the private sector?

Except for a brief period prior to starting work in public service, I have worked in local government for 28 years, serving the Town of Jupiter, City of West Palm Beach, Village of North Palm Beach, Marion County and the City of Atlantis.

[Read more.](#)



Member Article

FCCMA Best Practices Article – Building Tallahassee's First Strategic Plan **By Reese Goad, City Manager, Tallahassee**

A strategic plan charts the course for an organization striving to address priorities by setting goals and objectives to be reached by a specified date. For Florida's Capital City, an effective strategic plan needed to embody the vision of local elected officials, assist the city manager in achieving unprecedented operational milestones and give context for decision-making amidst the ever-changing circumstances that exist within a growing, dynamic community.

In a diverse community where public engagement is highly valued and opinions on its general direction are varied, a comprehensive development process that provided ample opportunity for resident input would be key to the plan's adoption and implementation.

The City of Tallahassee's process began at its annual City Commission Retreat held in January 2019. At the meeting, four new commissioners and one incumbent developed seven priority areas on which the city would focus during the next five years: Economic Development, Impact on Poverty, Organizational Effectiveness, Public Infrastructure, Public Safety, Public Trust and Quality of Life.

An important first step in building a strategic plan was assembling a team of professionals to facilitate the process. We established the Office of Strategic Innovation to research and compile information from all of the city's departments, feedback from the community, and best practice local government strategic metrics.

The next step was crafting new statements for the city's mission, vision and values, which had not been updated in 22 years. As part of that 1997 process, the city developed a set of core values by which to operate but fell short of developing a full strategic planning document to guide its operations.

[Read more.](#)



Legislative News

Legislative Update for December **By Mark Ryan, City Manager, City of Indian Harbour Beach**

Happy holidays to you, your family and your team of dedicated professionals in your respective communities!

The Florida Legislature has completed seven weeks of Interim Committee Meetings, that began in September, in advance of the 2020 Florida Legislative Session. As of December 16 more than 2,700 bills have been filed for consideration during the upcoming session that begins on January 14, 2020. Many bills are Local Funding Requests

and relief bills for claims subject to the liability limits in Florida Statutes for governmental entities. However, there are significant bills that either assist local governments or impact communities in a negative manner.

Your FCCMA Legislative Committee attempts to provide periodic updates of proposed legislation, as well as forward this information to the colleagues of our profession in our areas. We also are local practitioners who provide real life examples to the legislative lobbyists for associations, who present this information to the state Legislators. Additionally, we are asked to respond to urgent requests or alerts to contact House or Senate Committee Members, our own Legislative Delegation or the Governor's office on proposed legislation.

[Read more.](#)

From Our Partners

Click here to access Career Compass No. 77, "Ten Practices to Building a Mini-Culture of Learning." Please share it with your employees.

[Read more.](#)

Events and Training Opportunities

FCCMA Webinar
The Internship Toolkit
January 9, 2020, 2:00 - 3:00 p.m. EST
ICMA Practice Areas: 4 and 13

Program Summary

What is an Internship Toolkit and what are local governments in Florida doing to successfully implement this valuable resource? Representatives from the cities of Cutler Bay and Deland, and from the county of Sarasota, will summarize their programs and highlight the methodology they employed to launch their programs and articulate the challenges they had to contend with, as well as the successes and lessons learned from each of their respective programs. This is a must attend webinar for anyone considering developing an internship program or who has an internship program but want to learn from others to improve upon their own initiatives.

Presenters

- Elma Felix, Planner III, Sarasota County
- Jazmin Gonzalez, Administrative Services Director, Cutler Bay
- Michael Grebosz, Assistant City Manager, Deland

[Click here](#) for details.

Free Cybersecurity Workshop for Florida Local Government Chief Executives and Senior Staff
Jacksonville - Adam W. Herbert University Center, 12000 Alumni Dr
January 24, 2020, 8:30 a.m. – 5:00 p.m. EST

[Flyer](#)
[Register here](#)

Free Cybersecurity Workshop for Florida Local Government Chief Executives and Senior Staff
Tallahassee - City Hall Commission Chambers, 300 S Adams St
February 13, 2020, 8:30 a.m. – 5:00 p.m. EST

[Flyer](#)
[Register here](#)

May 27, 2020, 1:00 – 5:00 p.m. EST
Rosen Shingle Creek, 9939 Universal Blvd, Orlando

Need Ethics Hours?

Join us at the FCCMA Pre-conference ethics session on Wednesday, May 27 from 1:00 – 5:00 p.m. For only \$75, you can fulfill your annual four hours ethics training requirement. This year’s speaker will be Gilbert King.

Gilbert King is the author of Beneath a Ruthless Sun: A True Story of Violence, Race, and Justice Lost and Found, published by Riverhead Books in April 2018. His previous book, Devil in the Grove: Thurgood Marshall, the Groveland Boys, and the Dawn of a New America, was awarded the 2013 Pulitzer Prize for General Nonfiction. The book was also runner-up for the Dayton Literary Peace Prize for Nonfiction, and a finalist for both the Chautauqua Prize and the Edgar Award for Best Fact Crime. King has written about race and criminal justice for the New York Times, the Washington Post and The Atlantic. He is also a contributor to The Marshall Project, and the author of The Execution of Willie Francis: Race, Murder, and the Search for Justice in the American South, published in 2008. King has been named a 2019-2020 Cullman Center Fellow by The New York Public Library’s Dorothy and Lewis B. Cullman Center for Scholars and Writers. He lives in Brooklyn, NY.



If you are interested in speaking at the FCCMA Winter Institute Inspirational Breakfast, please contact [Carol Russell](#).

Jobs

Following is a list of active FCCMA job advertisements accessible on our website. [Click here](#) for details.

MARIANNA - VISTA Economic Development Specialist
BOERNE, TX - Human Resources Director
TALLAHASSEE - Director - Community Housing & Human Services
SARASOTA COUNTY - Division Manager, Park Planning and Development
ALACHUA COUNTY - Senior Library Manager 1LA01
ALACHUA COUNTY - Parks and Open Space Manager
ALACHUA COUNTY - Financial Services Administrator 1AC01
ALACHUA COUNTY - Facility/Safety Services Administrator (1RR01)
BOERNE, TX - Assistant City Manager- General Services
LEE COUNTY - Health Benefits Project Manager
NAPLES – Assistant to the City Manager
DEFUNIAK SPRINGS – Deputy City Manager
DESTIN – Projects, Grants, Contracts Manager
HUTCHINSON, KS - City Manager
DESTIN – Deputy Public Services Director
BRINY BREEZES – Deputy Town Clerk

DEERFIELD BEACH - Chief Financial Officer
SARASOTA - Technical/Construction Manager
ALACHUA COUNTY - Victim Advocate Counselor
JOPLIN, MO - City Manager
ST. CLOUD - Environmental Utilities Director
SANTA ROSA COUNTY - Engineer III
LIBERTY COUNTY, GA - Assistant County Administrator - Assistant County Administrator
JACKSONVILLE - Information Systems Administrator - City Council
ST. LUCIE COUNTY - Innovation & Performance Division Director
HOLLYWOOD - Performance and Accountability Officer
ST. CLOUD - Information Technology Director
ST. CLOUD - Human Resources and Risk Management Director
CLERMONT - Finance Director
DEFUNIAK SPRINGS - Planning Coordinator
DEFUNIAK SPRINGS - IT Administrator
CHARLOTTE COUNTY - Transportation Engineer

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